

Board Statement on Diversity
Approved by the Board of Trustees October 21, 2004

United Way Toronto (UWT) celebrates and respects diversity. Diversity refers to human characteristics that distinguish one person from another. It includes ethnicity, race, culture, age, gender, sexual orientation, differing abilities, social perspectives, values and beliefs.

UWT recognizes that the diversity among residents of Toronto adds richness and benefits that strengthen our community. It is also sensitive to the fact that some groups encounter barriers to equitable access and participation in the community. These barriers diminish our capacity as a vibrant, caring and contributing community.

UWT promotes respect, equity, access and participation of all individuals who interact with the organization. It prohibits discrimination in accordance with federal and provincial legislation and codes, and principles of social justice.

UWT affirms the right of everyone to live, participate and work in an environment that is free from discrimination and harassment.

The Board of Trustees of UWT recognizes that building equity and access requires a commitment in both its internal operations and its external relationships. The Board of Trustees will:

- ensure that members of the board and its sub-committees, and staff of the organization are reflective of the broad diversity of the community;
- ensure that the organization's Non-Discrimination and Harassment policy is implemented and monitored;
- ensure that all its information materials reflect diversity and inclusivity, and present positive images;
- undertake ongoing research and training to enhance diversity knowledge and skills;
- when consulting publicly about the organization's priorities and strategies, ensure that groups and organizations reflecting the broad diversity of the community are encouraged to participate;
- promote equity, access and participation for diverse groups within stakeholder relationships.
- evaluate its own performance against these goals

The Board of Trustees of UWT is committed to governing an organization that promotes respect, equity, access and participation in all internal and external relations.